**KMC Empower Camps, Code of Conduct for interaction with Minors.**

KMC Empower Camps is committed to the safety and protection of minors. Under New Hampshire State Statute a minor refers to an individual who under 18 of age. This Code of Conduct applies to all staff, volunteers and students representing KMC Empower Camps who interact with minors.

If you have questions about this Code of Conduct, please contact:

Kevin Maureen Campbell at kmcempowercamps@gmail.com

**Statement of Acknowledgement and Understanding**

**I will:**

➢ I promise to strictly follow the rules and guidelines in this Code of Conduct while interacting with minors who participate in KMC Empower Camps programs.

➢ I understand that as a person who interacts with minors under the auspices of KMC Empower Camps, I may be required to undergo a criminal history background check with results acceptable to KMC Empower Camps.

➢ I understand that if I am currently employed by KMC Empower Camps I hereby consent to have my disciplinary case history reviewed with results acceptable to KMC Empower Camps and the program operator.

➢ If I am required to be alone with a minor, I will undergo a background check prior to doing so, or will ask another adult who has already undergone a background check to join me.

➢ I will utilize buddy systems and pursue safety in numbers, e.g. a child who needs to be excused during a group activity will be accompanied by another child of the same sex.

➢ I will always maintain appropriate physical boundaries. I will touch children only when necessary, in ways that are appropriate, public, and non-sexual.

I will treat everyone with respect, loyalty, patience, integrity, courtesy and dignity.

➢ I will use positive reinforcement rather than criticism or comparison when working with minors.

**I will not:**

➢ I will not touch or speak to a minor (or minors) in a sexual or other inappropriate manner.

➢ I will not inflict any physical or emotional abuse such as striking, humiliating, ridiculing, or degrading minors.

➢ I will not use, possess, or be under the influence of tobacco, alcohol or illegal drugs at any time while working with minors.

➢ I will not provide transportation to a minor (or minors) unless doing so is an acknowledged component of a program.

➢ I will not accept or give gifts to minors without the knowledge of their parents or guardians.

➢ I will not engage in private communications with minors via text messaging, email, or social media except for activities strictly involving KMC Empower Camps.

➢ I will not use profanity in the presence of children and/or youth at any time.

➢ I will not touch or speak to a minor (or minors) in a sexual or other inappropriate manner.

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**Reporting of Possible Abuse of a Minor:**

I understand that, under New Hampshire law, I must report any suspected child abuse to the New Hampshire Child Protection Services at 800-894-5533 (in state) or 603-271-6562 (out of state).

If I am not sure that I should make a report to New Hampshire Child Protection Services, I may call Safety & Security at 603-646-4000. Or I may also contact the anonymous Dartmouth Compliance and Ethics Hotline at https://secure.ethicspoint.com/domain/media/en/gui/35378/index.html or call (888) 497-0516.

I will comply with the mandatory reporting regulations of the State of New Hampshire. I understand that failure to report suspected child abuse to civil authorities is against the law.

I will cooperate fully in any investigation of abuse of children and/or youth.

My signature confirms that I have read this Code of Conduct and that any action inconsistent with this Code of Conduct may result in disciplinary action.

Name (Print): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name (Signature): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_